



The Consensus

December 2014

BHEA.org

info@bhea.org

The Official Newsletter of the Beverly Hills Education Association

Some HS Concerns Addressed, Others Remain

Administrators offer teachers the option to plan outside school hours with extra pay thereby addressing some concerns about the collaboration and team meeting schedule. Issue with deadlines remain.

The BHHS Single Plan for Student Achievement approved at the Board of Education Organizational Meeting on December 9, 2014 included a detailed list of deadlines and requirements all departments have to meet. Among the many requirements is the need to schedule half-day course meetings in all subject areas two times per month. For a full-time educator teaching two different courses, this could mean up to two full days and approximately twelve hours away from the classroom and students per month.

In a survey of high school teachers conducted earlier this week, 85% of the respondents stated that they had concerns about the tentative schedule for collaboration and team meetings in the site and WASC plan. When asked to identify the reason for their concern, 89% of the respondents said the schedule "requires too much time away from the classroom." 53% of the respondents said that the deadlines "do not allow enough time to complete the work." Only 5% of the respondents said they had no problems with the schedule. Respondents were allowed to cite more than one reason for their concern.

When asked what would alleviate concerns about the schedule, 74% of the respondents suggested "[using] currently scheduled time for collaboration" such as the monthly Early Dismissal days. 39% of the respondents suggested "deadlines that allow more flexibility and time to complete the work." 26% of the respondents asked that time away from the classroom be limited to one full day or less per month. Respondents were allowed to identify more than one way to alleviate their concerns.

Finally, when asked to share additional thoughts about the collaboration and team meeting schedule, respondents expressed feelings that ranged from frustration to open-mindedness.



Happy Holidays from your Rep Council! Pictured from L to R: Kate Marks, Carol Courneya, Tim Briggs, Shelly Lucky, Temmy Lehman, Terry Postlewaite, Molly Peterson, David Siskin, Andre Law, Telly Tse, Phil Chang, Dan Moraica, Marla Weiss, Amy Arebalo, Jennifer Postlewaite, Maria Bennett, Mary White, Rebecca Metrano, and Christopher Bushée

Said one teacher, "If it were clear that data needed to be collected and assessed for the purposes of state and federal mandates, teachers might be more receptive to this increase. However, increasing collaboration time without clear direction or purpose hints of micromanagement." Said another teacher, "I like collaboration. I think it's good for learning new things. I like seeing what others are doing. But I don't like the way this is mandated. Let's figure out another way to do it."

On December 17, high school administrators took some steps to address concerns. Assistant Principal Michelle Halimi emailed all department chairs stating that teachers could meet outside the instructional day [but not during lunch] at the rate of \$40 per hour for collaboration and team meetings. This would allow teachers to plan and work with colleagues without taking time away from their classrooms and students.

Still, teachers remain concerned. Said

one department chair, "I wish we could meet and get paid during lunch. We don't want to miss instructional time because we want to be good teachers. But now meeting before or after school means missing time with our families."

For others, deadlines are an issue that has not been addressed. The first five deadlines are from December 12th to 19th which is during finals week. In this same period of time, teachers are required to administer, correct, and grade final examinations as well as turn in student grades for the first semester.

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BHEA Grievance Committee Update

Athletic Director Position

Earlier this year, BHEA filed a grievance regarding the high school athletic director (AD) position. BHEA believed the process the district followed in posting and hiring for the position violated the negotiated contract between BHEA and BHUSD. The Grievance Committee filed a formal grievance on this matter on behalf of the organization and requested that the process be expedited to Step 3 of the procedure. BHEA's requested solution was for the application process for the AD position to start over again and result in the hiring of a person with the appropriate qualifications.

On November 12, 2014, BHEA and BHUSD settled this matter in Step 3 of the grievance procedure. Among the terms of the settlement were notification to the current interim AD that his last day in the position would be January 2, 2015, the AD position would be posted from November 13th to 26th, and a new AD would start on January 5, 2015 at the beginning of the second semester. The dates of the current interim AD's last day of employment and the new AD's first day of employment has since been revised to January 13th and January 14th respectively since January 13th is the earliest date the Board of Education could meet to approve personnel changes.

Class Size

BHEA filed a grievance on behalf of a member regarding class sizes. The procedure is currently in Step 1 and will be moved to Step 3 pursuant to the timeline established in Article X (Grievance Procedure). This grievance contends that 1) the manner in which the district selected the K-3 classrooms that received more than 20 students along with a long-term substitute teacher lacked objectivity and was arbitrary and 2) the working conditions for the K-3 teachers

affected by the district's decision have changed considerably and require a negotiated agreement to compensate for the impacts and effects. As a result of the Step 1 meeting, the district is offering to make some concessions in an effort to resolve the grievance. However, the grievant is not satisfied and wishes to move the grievance procedure to the next step.

Parent Complaint Procedure (1 of 2)

BHEA filed a grievance on behalf of a member regarding parent complaints. The procedure is currently in Step 3. This grievance contends that one or more Board of Education member may have acted on complaints made directly to them by parents regarding the middle school mathematics program. It is possible that the parents complained about a unit member's performance in a manner that did not follow Article XIII (Parent Complaints).

Parent Complaint Procedure (2 of 2)

BHEA filed a second grievance on behalf of a member regarding parent complaints. The process is currently in Step 1. This grievance contends that both the Superintendent and Board of Education member acted on complaints made to the Board of Education member by parents regarding a unit member's performance in an isolated incident in the classroom. BHEA contends that the parent complained about a unit member's performance in a manner that did not follow Article XIII (Parent Complaints).

The Grievance Committee members are Christopher Bushée (Chair), Gregg Riesenberg, and Dan Moraica. If you have questions or concerns, please do not hesitate to contact BHEA at info@bhea.org using your personal email address.



BHEA Shirts Have Shipped!

When you return to work from Winter Break, you will have a new addition to your wardrobe - a complimentary high-quality BHEA T-shirt! If you sent us your shirt size preference, you will be receiving your shirt first. Everyone else will have an opportunity to get a shirt during a scheduled school site visit. The dates for these visits will be announced in early January.

Go to www.ctamemberbenefits.org to learn more about:

Discounts
Insurance
Legal Services
Loans
Professional Development
Retirement Planning

Are you ready to "BHEALTHY" in 2015?

As educators, we know that our health and wellness is just as important as our professional growth. Starting in January, all BHEA members are eligible to participate in BHEALTHY. Using an app such as MyFitnessPal or Nike+, record your running and walking activities and share them with us at info@bhea.org to earn points for yourself and your school site. Prizes will be awarded in three categories: the school site with the highest percentage of participation, the school site with the top average number of points per member, and the top individual point earner. More details will be coming soon!

BHEA Briefs

Committee Reports & Updates

Bargaining

The BHEA and district bargaining teams met on November 19 and December 11. The top five areas for discussion this year are health benefits, teacher discipline, permits, class size, and extra pay. The Joint Communication regarding the November 19th bargaining session is available to read at bhea.org. The Joint Communication for the December 11th session will be available soon. The next bargaining date is January 20, 2015. There are five scheduled dates remaining.

Bylaws

The Bylaws Committee met in November to discuss changes to the vice-presidential duties starting in the 2016-18 term. More changes to the bylaws will be recommended to the Rep Council by the end of the school year.

Elections

A special election will be held in late January 2015 for the position of Secretary. Current BHEA Secretary Laura Revness announced that she will step down after the January 14 Rep Council meeting. More information regarding the election will be provided when we return from Winter Break.

Professional Development

PD Chair Deb Joseph and Social Chair Julie Goler are happy to announce *Munchies & Methods*, a series of two events taking place Thursday, February 19th and Thursday, March 19th. Up to fifteen BHEA members will be chosen to participate in each event. Food and beverages will be provided courtesy of BHEA. Deb and Julie will lead discussions about various topics in education and participants will be given material they can take back to their school sites to share with colleagues. Please look for more information about this exciting program (including the selection process) in January!



Pictured from L to R: BHHS Science Teachers Kalina Moore and Colleen Lynch

Teacher Features: Kalina Moore & Colleen Lynch

Two BHHS science teachers tell us what they enjoy most about teaching

This month, we asked BHHS science teachers Kalina Moore and Colleen Lynch what they enjoyed most about teaching. Kalina teaches regular and honors Biology. Colleen teaches Biotechnology and is the coordinator of the Medical Science Academy.

"I know the students learn a lot in the classroom," said Kalina. "But I learn a lot from them too. Teaching

always changes. We get new students or have new standards or content so there is always a challenge and there are always ways to improve both professionally and personally."

"I enjoy seeing students get inspired, motivated, or involved in pursuing something that love to do," said Colleen. "I enjoy exposing students to the possibilities."

Contact Information Board of Education Members

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Upcoming Board of Education Meeting Dates

Regular Board Meeting
7:00 pm, Tuesday, January 13 @
Salter Family Theater*

Regular Board Meeting
7:00 pm, Tuesday, January 27 @
Salter Family Theater*

Regular Board Meeting
7:00 pm, Tuesday, February 10 @
Salter Family Theater*

Regular Board Meeting
7:00 pm, Tuesday, February 24 @
Salter Family Theater

*Tentative Location

BHEA Leadership

President: *Telly Tse (HS)*
Vice-President: *Lisa Dickens (HS)*
IA President: *Carol Courneya (HS)*
IA VP: *Malahat Yomtoubian (HS)*
OTBS President: *Maria Bennett (HS)*
OTBS VP: *Yangchen Dolkar (DO)*
Secretary: *Laura Revness (BV)*
Treasurer: *David Siskin (HM)*
K-12 Director: *Kate Marks (HS)*
HS Director: *Christopher Bushée (HS)*
HS Director: *Dan Moraica (HS)*
MS Director: *Terry Postlewaite (BV)*
K-5 Director: *Shelly Lucky (BV)*
K-5 Director: *Temmy Lehman (BV)*
BV Site Rep: *Judith Chan*
BV Site Rep: *Jennifer Postlewaite*
ER Site Rep: *Amy Arebalo*
ER Site Rep: *Rebecca Metrano*
Haw Site Rep: *Stephanie Lehrer*
Haw Site Rep: *Lori Schwartz*
HM Site Rep: *Ethan Smith*
HM Site Rep: *Mary White*
HS Site Rep: *Tim Briggs*
HS Site Rep: *Phil Chang*
HS Site Rep: *Josh Glass*
HS Site Rep: *Joseph Isaac*
HS Site Rep: *Molly Peterson*
HS Site Rep: *Marla Weiss*
DO Site Rep: *Sergio Mandiola*
HS IA Rep: *Elisa Ibarra*
K-8 IA Rep: *Claudia Ordonez (BV)*
HS OTBS Rep: *Andre Law*
K-8 OTBS Rep: *Estela Castaneda (ER)*
DO OTBS Rep: *James Hanson*

Certificated Bargaining Team

Gregg Riesenber (HS), Chair
 Christopher Bushée (HS)
 Rebecca Hickok (HM)
 Josh Schmidt (HM)
 F.E. Young (ER)
 Petrina Arth (HM), Alternate

Committee Chairs

Bylaws: *David Siskin (HM)*
Election: *Josh Glass (HS)*
Grievance: *Christopher Bushée (HS)*
Human Rights: *Andre Law (HS)*
Organizing: *Lisa Dickens (HS)*
Political Action: *Christopher Bushée*
PD: *Debra Joseph (HS)*
Social: *Julie Goler (HS)*

PAR (Peer Assistance & Review): *Katy Carter (HM), Roel Hinojosa (HS), Marla Weiss (HS)*
Extra Pay: *Malia Frutschy (HS), Shelly Lucky (BV), Carly Verstegen (BV)*

Have a question or concern?

We have many resources available to help you find the information and answers you need.

- Visit our newly-renovated website at www.bhea.org
- Contact your school site rep (they are trained and happy to help you)
- Email us at info@bhea.org using your personal email address
- For potential grievances, email (again, using your personal email address) Grievance Committee Chair Christopher Bushée at christopherbushee@gmail.com

STAY INFORMED & UP-TO-DATE USING



As a BHEA member you can use your phone to receive important news and updates. Here's how:

1. Download the free Remind app (available for Android phones on Google Play & iPhones on the App Store)



2. Enter the class code

@bheam

Or visit this link:

www.remind.com/join/bheam

Or join via SMS:

Enter this number:
(541) 359-4488
 with the message
@bheam

By joining BHEA on Remind, you are agreeing to receive messages via push notifications, SMS, or email. Your phone number will not be shared with BHEA or anyone else in the group.

Upcoming CTA Conferences

Equity and Human Rights Conference
(application deadline 1/4/2015)
Hyatt Regency San Francisco Airport, Burlingame)

Good Teaching Conference-South
(application deadline 1/4/2015)
Sheraton Hotel & Marina, San Diego

To apply for funding to attend a conference as a BHEA representative, please email us at info@bhea.org.

To apply for an incentive grant, go to www.cta.org/conferences

Remaining Rep Council Meeting Dates

January 15, 2015

February 12, 2015

March 12, 2015

April 15, 2015 (Wed)

May 14, 2015

All meetings are on Thursdays at 3:45 pm (unless otherwise stated) and are held at BHHS in Room 118. Members are welcome to attend and observe.

Remaining Certificated Bargaining Dates (Revised)

January 20, 2015 (Tuesday)

February 17, 2015 (Tuesday)

March 11, 2015 (Wednesday)

April 15, 2015 (Wednesday)

May 13, 2015 (Wednesday)

Bargaining meetings take place at the district office board room between 9:30 am to 2:30 pm. These meetings are private. Updates from meetings are announced through BHEA-BHUSD Joint Communications.